



**MCOLES**  
Michigan Commission on Law Enforcement Standards

**Mission,**

**Vision,**

**& Values....**



## THE MISSION OF MCOLES

MCOLES executes its statutory responsibility to promote public safety in Michigan by setting standards for selection, employment, licensing, license revocation, and funding in law enforcement and criminal justice, in both the public and private sectors. Under its authority, MCOLES provides leadership and support to the criminal justice community throughout Michigan.

MCOLES meets its mission working in an atmosphere of open communication and trust in partnership with the criminal justice community, providing client-focused services. MCOLES regularly contributes to effective public policy by functioning as a leader in public safety innovation and as a solutions-facilitator for problems facing law enforcement and the criminal justice community.

## MCOLES VISION

---

As part of the strategic plan development process, the Commissioners participated in a “visioning” exercise during which they were asked to describe how they would foresee the MCOLES in five years. Below is that five year vision.

### **Funding**

Dedicated funding provides a consistent and adequate source of revenue to underwrite the development of and direct delivery of enhanced professional standards and training. The funding supports most MCOLES activities, staff, and training.

### **Expanded Relationships**

MCOLES has a leadership role among Michigan law enforcement, and its criminal justice partners. This strengthened working relationship has enhanced Michigan public safety which is called upon to do more with fewer resources.

### **Leadership in Emerging Challenges**

MCOLES assists law enforcement to confront the challenges of fewer resources through the use of more efficient and effective learning technologies, streamlined officer re-entry, mandated in-service training and provisional licensing.

### **Ethics**

Ethical police conduct will be facilitated in Michigan by enhanced selection standards and accountability, as well as through more comprehensive background investigations and tighter officer retention standards.

### **Organization**

MCOLES will enhance its delivery of statutory mandates by re-examining its roles and restructuring to make more efficient use of limited staff resources.

# MCOL'S VALUES

---



## **Respect**

We value the unique and diverse skills, abilities, and perspectives of individuals.

## **Ethical Character**

We are honest, ethical, and fair. Personal integrity and professional ethics guide all our decisions.

## **Leadership and Professionalism**

We recognize our role as leaders in advancing the skills, knowledge, ethics, and attitudes necessary for achieving and maintaining professional excellence.

## **Accountability**

We accept responsibility for our behaviors, decisions, and actions.

## **Commitment**

We understand our mission and our individual roles in its accomplishment; we dedicate our energies and abilities to its fulfillment; and we are willing to make sacrifices in its attainment.

## **Partnership**

We recognize that more can be accomplished when individual actions are taken in an atmosphere of trust and cooperation.

## **Communication, Consultation, and Shared Decision-Making**

We value clear and open communication. We encourage involvement, information sharing, and collaboration in the decision-making process.